

# Staff Salary Increases

Prepared and Presented by Julie Wayman, Budget Director  
Arlington Annual Town Meeting  
May 1, 2023

# Staff Salary Increases

1. **Timing of Contract Settlements**
2. Staff Reclassification
3. Change in Staff
4. Increase in Hours

# Staff Salary Increases

9 Board of Assessors	2021	2022	2023	2024	\$ change	% change
Personnel Services	308,615	311,837	291,393	301,343	9,950	3.41%
Expenses	33,248	33,248	32,248	35,248	3,000	9.30%
TAXATION TOTAL	341,863	345,085	323,641	336,591	12,950	4.00%
	2.96%	0.94%	-6.21%	4.00%		
Detail of Personnel Services:						
Director of Assessments	117,571	119,571	97,892	101,847	3,955	4.04%
Office Manager	72,427	72,427	72,427	80,399	7,972	11.01%
Data Collector	62,539	62,539	62,539	55,051	(7,488)	-11.97%
Sr. Clerk Typist	37,427	38,129	39,560	44,353	4,793	12.12%
Board Members (3)	14,700	14,700	14,700	14,700	0	0.00%
BASE SALARY + STEPS	304,664	307,366	287,118	296,350	9,232	3.22%
Overtime	1,000	1,000	1,000	1,000	0	0.00%
Longevity	1,676	2,196	1,000	1,718	718	71.80%
Auto allowance *			1,000	1,000	0	0.00%
Stipends	1,275	1,275	1,275	1,275	0	0.00%
TOTAL PERSONNEL SERVICES	308,615	311,837	291,393	301,343	9,950	3.41%
* Auto allowance moved from Expenses line						

10 Legal	2021	2022	2023	2024	\$ change	% change
Personnel Services	467,157	450,314	466,454	497,053	30,599	6.56%
Expenses	136,665	136,665	136,665	136,665	0	0.00%
APPROPRIATION TOTAL	603,822	586,979	603,119	633,718	30,599	5.07%
Water & Sewer Ent. Fund offset	(117,651)	(115,788)	(112,558)	(117,424)	(4,866)	4.32%
TAXATION TOTAL	486,171	471,191	490,561	516,294	25,733	5.25%
	-2.34%	-3.08%	4.11%	5.25%		
Detail of Personnel Services:						
Town Counsel	143,881	145,881	150,039	158,061	8,022	5.35%
Benefits Atty./ Workers' Compensation Agent	140,000	117,144	122,901	129,825	6,924	5.63%
Asst Admin / Claims Coordinator	66,815	69,319	72,997	79,250	6,253	8.57%
Paralegals & Asst Claims Coordinator (2)	114,322	115,811	118,317	125,556	7,239	6.12%
BASE SALARY + STEPS	465,016	448,155	464,254	492,692	28,438	6.13%
Longevity	2,139	2,159	2,200	4,361	2,161	98.23%
TOTAL PERSONNEL SERVICES	467,157	450,314	466,454	497,053	30,599	6.56%

11 Town Clerk	2021	2022	2023	2024	\$ change	% change
Personnel Services	238,959	241,716	438,194	388,194	(50,000)	-11.41%
Expenses	29,260	29,260	81,060	94,460	13,400	16.53%
TAXATION TOTAL	268,219	270,976	519,254	482,654	(36,600)	-7.05%
	-3.22%	1.03%	91.62%	-7.05%		
a. Town Clerk's Office						
Personnel Services	238,959	241,716	256,199	269,204	13,005	5.08%
Expenses	29,260	29,260	17,310	17,610	300	1.73%
TOTAL	268,219	270,976	273,509	286,814	13,305	4.86%
Detail of Personnel Services:						
Town Clerk	97,521	97,521	98,984	102,982	3,998	4.04%
Ass't Town Clerk	61,141	61,141	62,879	62,870	(9)	-0.01%
Other Clerks (2)	73,501	76,258	87,062	95,768	8,716	10.01%
BASE SALARY + STEPS	232,163	234,920	248,715	261,420	12,705	5.11%
Overtime	3,500	3,500	3,500	3,500	0	0.00%
Stipends	850	850	850	850	0	0.00%
Longevity	2,446	2,446	3,134	3,434	300	9.57%
TOTAL PERSONNEL SERVICES	238,959	241,716	256,199	269,204	13,005	5.08%
b. Elections and Town Meeting *, **						
Personnel Services *, **			181,995	118,990	69,657	141.20%
Expenses *, **			63,750	76,850	53,240	225.50%
TOTAL	186,011	72,943	245,745	195,840	122,897	50.01%

\* Elections moved to Clerk's budget in FY 2023

\*\* Two elections in FY 2024 (Presidential primary and local)

17 Public Works	2021	2022	2023	2024	\$ change	% change
All Public Works						
Personnel Services	4,266,538	4,267,674	4,445,138	4,708,377	263,239	5.92%
Expenses	7,059,340	7,109,288	7,424,825	7,597,586	172,761	2.33%
APPROPRIATION TOTAL	11,325,878	11,376,962	11,869,963	12,305,963	436,000	3.67%
Water & Sewer Ent. Fund offset	(1,143,987)	(1,186,943)	(1,179,751)	(1,249,360)	(69,609)	5.90%
Other offsets and transfers	(185,000)	(185,000)	(215,000)	(245,000)	(30,000)	13.95%
TAXATION TOTAL	9,996,891	10,005,019	10,475,212	10,811,603	336,391	3.21%
	0.33%	0.08%	4.70%	3.21%		
For fiscal year 2024, the Director of Public Works is hereby authorized to transfer funds within this budget.						
a. Public Works Administration						
Personnel Services	523,220	507,674	594,933	623,942	29,009	4.88%
Expenses	20,600	20,600	20,600	20,600	0	0.00%
APPROPRIATION TOTAL	543,820	528,274	615,533	644,542	29,009	4.71%
Recycling fund offset	(35,000)	(35,000)	(35,000)	(35,000)	0	0.00%
Water & Sewer Ent. Fund offset	(251,159)	(271,910)	(264,137)	(314,178)	(50,041)	18.95%
TAXATION TOTAL	257,661	221,364	316,396	295,364	(21,032)	-6.65%
	13.74%	-14.09%	42.93%	-6.65%		
Detail of Personnel Services:						
Director of Public Works	151,039	153,039	157,260	163,573	6,313	4.01%
Assistant Director of Public Works	98,967	98,967	100,452	99,369	(1,083)	-1.08%
Recycling Coordinator (.86)	61,203	61,203	62,121	70,967	8,846	14.24%
Administrative Assistant	55,371	55,371	55,371	53,418	(1,953)	-3.53%
Principal Accounting Clerk / Bookkeeper	44,589	47,126	48,894	49,860	966	1.98%
Principal Clerk / Stenographer	52,687	52,687	46,259	46,391	132	0.29%
Waste diversion & curbside enforcement	21,861	21,861	27,495	30,005	2,510	9.10%
School Sustainability Coordinator	20,123				0	0.00%
Systems Analyst / Director GIS *			77,633	93,322	15,689	20.08%
BASE SALARY + STEPS	505,840	490,254	575,485	606,905	31,420	5.46%
Longevity	5,850	5,890	7,918	5,507	(2,411)	-30.45%
Overtime, double-time & out-of-grade pay	10,255	10,255	10,255	10,255	0	0.00%
Clothing allowance and stipends	1,275	1,275	1,275	1,275	0	0.00%
TOTAL PERSONNEL SERVICES	523,220	507,674	594,933	623,942	29,009	4.88%
* Director GIS moved from Information Technology in FY23						
b. Engineering (16-0-1)						
Personnel Services	359,118	355,319	360,396	376,066	15,670	4.35%
Expenses *	92,407	88,500	88,500	88,500	0	0.00%
APPROPRIATION TOTAL	451,525	443,819	448,896	464,566	15,670	3.49%
Water & Sewer Ent. Fund offset	(270,103)	(279,946)	(275,168)	(283,450)	(8,282)	3.01%
TAXATION TOTAL	181,422	163,873	173,728	181,116	7,388	4.25%
	-17.95%	-9.67%	6.01%	4.25%		
Detail of Personnel Services:						
Town Engineer	115,426	115,426	117,157	122,347	5,190	4.43%
Assistant Town Engineer	92,084	92,084	93,005	93,005	0	0.00%
Jr. Engineer	75,639	75,639	75,639	83,918	8,279	10.95%
Jr. Engineer	69,319	64,399	66,815	69,016	2,201	3.29%
BASE SALARY + STEPS	352,468	347,548	352,616	368,286	15,670	4.44%
Longevity	1,800	2,921	2,930	2,930	0	0.00%
Overtime	3,800	3,800	3,800	3,800	0	0.00%
Clothing allowance	1,050	1,050	1,050	1,050	0	0.00%
TOTAL PERSONNEL SERVICES	359,118	355,319	360,396	376,066	15,670	4.35%
* Includes \$60,000 for mobility improvements						

9 Board of Assessors		2021	2022	2023	2024	\$ change	% change
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		2.98%	0.94%	-6.21%	4.00%		
Detail of Personnel Services:							
Director of Assessments		117,571	119,571	97,892	101,847	3,955	4.04%
Office Manager		72,427	72,427	72,427	80,399	7,972	11.01%
Data Collector		62,539	62,539	62,539	55,051	(7,488)	-11.97%
Sr. Clerk Typist		37,427	38,129	39,560	44,353	4,793	12.12%
Board Members (3)		14,700	14,700	14,700	14,700	0	0.00%
BASE SALARY + STEPS		304,664	307,366	287,118	296,350	9,232	3.22%
Overtime		1,000	1,000	1,000	1,000	0	0.00%
Longevity		1,676	2,196	1,000	1,718	718	71.80%
Auto allowance *				1,000	1,000	0	
Stipends		1,275	1,275	1,275	1,275	0	0.00%
TOTAL PERSONNEL SERVICES		308,615	311,837	291,393	301,343	9,950	3.41%
* Auto allowance moved from Expenses line							

AFSCME

American  
Federation  
of State,  
County and  
Municipal  
Employees

Contract  
Settled in  
May 2022,  
effective

July 1, 2021  
through

June 30, 2024

ATP,  
Administrative,  
Technical,  
Professional

E N G I N E E R I N G	b. Engineering (16-0-1)							
	Personnel Services		359,118	355,319	360,396	376,066	15,670	4.35%
	Expenses *		92,407	88,500	88,500	88,500	0	0.00%
	APPROPRIATION TOTAL		451,525	443,819	448,896	464,566	15,670	3.49%
	Water & Sewer Ent. Fund offset		(270,103)	(279,946)	(275,168)	(283,450)	(8,282)	3.01%
	TAXATION TOTAL		181,422	163,873	173,728	181,116	7,388	4.25%
			-17.95%	-9.67%	6.01%	4.25%		
	Detail of Personnel Services:							
	Town Engineer		115,426	115,426	117,157	122,347	5,190	4.43%
	Assistant Town Engineer		92,084	92,084	93,005	93,005	0	0.00%
	Jr. Engineer		75,639	75,639	75,639	83,918	8,279	10.95%
	Jr. Engineer		69,319	64,399	66,815	69,016	2,201	3.29%
	BASE SALARY + STEPS		352,468	347,548	352,616	368,286	15,670	4.44%
	Longevity		1,800	2,921	2,930	2,930	0	0.00%
	Overtime		3,800	3,800	3,800	3,800	0	0.00%
Clothing allowance		1,050	1,050	1,050	1,050			
TOTAL PERSONNEL SERVICES		359,118	355,319	360,396	376,066	15,670	4.35%	
* Includes \$60,000 for mobility improvements								



FY21	1	2	3	4	5	6	7	8
<i>ATP 1</i>	36,555	37,924	39,348	40,824	42,355	43,943	45,591	48,322
<i>ATP 2</i>	40,617	42,140	43,721	45,359	47,061	48,825	50,657	53,578
<i>ATP3</i>	46,101	47,831	49,624	51,485	53,415	55,418	57,493	60,676
<i>ATP 4</i>	52,553	54,526	56,570	58,691	60,892	63,173	65,545	69,026
<i>ATP 5</i>	55,180	57,251	59,399	61,625	63,937	66,335	68,821	72,427
<i>ATP 6</i>	57,666	59,826	62,072	64,399	66,815	69,319	71,918	75,639
<i>ATP 7</i>	60,262	62,520	64,864	67,295	69,819	72,438	75,155	78,996
<i>ATP 8</i>	62,370	64,708	67,135	69,653	72,263	74,975	77,784	81,726
<i>ATP 9</i>	64,552	66,972	69,485	72,090	74,794	77,598	80,508	84,551
<i>ATP 10</i>	66,814	69,317	71,916	74,614	77,410	80,314	83,326	87,475
<i>ATP 11</i>	70,820	73,475	76,231	79,088	82,056	85,133	88,325	92,661
<i>ATP 12</i>	76,486	79,352	82,329	85,419	88,619	91,943	95,392	99,991
<i>ATP 13</i>	81,840	84,909	88,091	91,395	94,824	98,378	102,071	106,921
<i>ATP 14</i>	89,207	92,552	96,022	99,621	103,358	107,236	111,253	116,450

FY23	1	2	3	4	5	6	7	8	9
<i>ATP 1</i>	38,300	39,718	41,192	42,720	44,305	45,949	47,656	50,483	51,493
<i>ATP 2</i>	42,506	44,082	45,720	47,415	49,177	51,003	52,900	55,925	57,044
<i>ATP3</i>	48,184	49,974	51,830	53,757	55,755	57,829	59,977	63,273	64,538
<i>ATP 4</i>	54,863	56,906	59,022	61,217	63,496	65,858	68,314	71,917	73,355
<i>ATP 5</i>	57583	59,727	61,951	64,255	66,649	69,132	71,705	75,438	76,947
<i>ATP 6</i>	60,157	62,392	64,718	67,127	69,628	72,221	74,912	78,764	80,339
<i>ATP 7</i>	62,844	65,182	67,609	70,125	72,738	75,451	78,263	82,240	83,885
<i>ATP 8</i>	65,072	67,448	69,960	72,567	75,269	78,077	80,985	85,066	86,767
<i>ATP 9</i>	67,285	69,792	72,393	75,089	77,889	80,792	83,805	87,990	89,750
<i>ATP 10</i>	69,627	72,219	74,910	77,703	80,597	83,604	86,723	91,018	92,838
<i>ATP 11</i>	73,775	76,524	79,376	82,334	85,408	88,593	91,898	96,387	98,315
<i>ATP 12</i>	79,641	82,608	85,690	88,889	92,202	95,643	99,214	103,976	106,056
<i>ATP 13</i>	85,184	88,362	91,655	95,076	98,626	102,306	106,129	111,151	113,374
<i>ATP 14</i>	92,811	96,274	99,866	103,592	107,461	111,477	115,635	121,016	123,436

FY22	1	2	3	4	5	6	7	8
<i>ATP 1</i>	37,103	38,493	39,938	41,436	42,990	44,602	46,275	49,047
<i>ATP 2</i>	41,226	42,772	44,377	46,039	47,767	49,557	51,417	54,382
<i>ATP3</i>	46,793	48,548	50,368	52,257	54,216	56,249	58,355	61,586
<i>ATP 4</i>	53,341	55,344	57,419	59,571	61,805	64,121	66,528	70,061
<i>ATP 5</i>	56,008	58,110	60,290	62,549	64,896	67,330	69,853	73,513
<i>ATP 6</i>	58,531	60,723	63,003	65,365	67,817	70,359	72,997	76,774
<i>ATP 7</i>	61,166	63,458	65,837	68,304	70,866	73,525	76,282	80,181
<i>ATP 8</i>	63,306	65,679	68,142	70,698	73,347	76,100	78,951	82,952
<i>ATP 9</i>	65,520	67,977	70,527	73,171	75,916	78,762	81,716	85,819
<i>ATP 10</i>	67,816	70,357	72,995	75,733	78,571	81,519	84,576	88,787
<i>ATP 11</i>	71,882	74,577	77,374	80,274	83,287	86,410	89,650	94,051
<i>ATP 12</i>	77,633	80,542	83,564	86,700	89,948	93,322	96,823	101,491
<i>ATP 13</i>	83,068	86,183	89,412	92,766	96,246	99,854	103,602	108,525
<i>ATP 14</i>	90,545	93,940	97,462	101,115	104,908	108,845	112,922	118,197

FY24	1	2	3	4	5	6	7	8	9
<i>ATP 1</i>	39,612	41,058	42,562	44,120	45,737	47,414	49,155	52,039	53,990
<i>ATP 2</i>	43,902	45,510	47,180	48,909	50,707	52,569	54,504	57,590	59,750
<i>ATP3</i>	49,694	51,519	53,413	55,378	57,416	59,532	61,723	65,084	67,525
<i>ATP 4</i>	56,506	58,590	60,748	62,987	65,312	67,721	70,226	73,901	76,672
<i>ATP 5</i>	59281	61,468	63,736	66,086	68,528	71,061	73,685	77,493	80,399
<i>ATP 6</i>	61,906	64,186	66,558	69,016	71,567	74,211	76,956	80,885	83,918
<i>ATP 7</i>	64,647	67,032	69,507	72,074	74,739	77,506	80,374	84,431	87,597
<i>ATP 8</i>	66,874	69,343	71,905	74,564	77,320	80,185	83,151	87,313	90,587
<i>ATP 9</i>	69,177	71,734	74,387	77,137	79,993	82,954	86,027	90,296	93,682
<i>ATP 10</i>	71,566	74,209	76,954	79,803	82,755	85,822	89,003	93,384	96,886
<i>ATP 11</i>	75,797	78,600	81,510	84,527	87,662	90,911	94,282	98,861	102,568
<i>ATP 12</i>	81,780	84,806	87,950	91,213	94,592	98,102	101,744	106,602	110,600
<i>ATP 13</i>	87,434	90,675	94,034	97,524	101,145	104,898	108,798	113,920	118,192
<i>ATP 14</i>	95,213	98,745	102,409	106,210	110,156	114,253	118,494	123,982	128,631

## Next Town Meeting...

- Staff in SEIU will appear to have large salary increases
- Staff appearing to have had no increase in their salary in the FinCom report this year will have a large increase in FY25 budget